



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

Humanities Center

February 5, 2024

MEETING of THE WHOLE MINUTES

(approved 2/15/24)

Members In Attendance: Tracey Nardone, Chair; Rebecca Sherlock-Shangraw, Vice Chair; Mary-Ellen Devine, Secretary; Danielle Graziano,

Members Absent: Steven Buccigross, Kathy Curran, Mayor Hedlund

Also Present: Robert Wargo, Superintendent; Brian Smith, Assistant Superintendent; Melanie Curtin, Assistant Superintendent

The meeting was called to order at 6:05pm.

Dr. Sherlock-Shangraw reviewed ground rules and asked that comments be respectful of families and students and not mention names or buildings. The goal of the meeting is to listen and collaborate to identify areas to work on.

WEA President Mike Murphy expressed thanks for having the meeting and shared his concern and opinion on safety over his 30 years of working at WPS; teachers, ESPs being assaulted, physically and verbally by general and special education students and asked for staff to be supported and not to be in that position. He added that staff should not fear for their safety and would like to find a path forward. He commented that more has to be done, that staff should feel supported and a new thought process started; building administration supported by Central Office and School Committee supporting Central Office. A survey will be sent to members to help with suggestions for change.

Programs currently in place such as PBIS and restorative practices were discussed. A draft consequence chart was shared out. The example of dress code was used; students are not following and the policy is not being enforced. It was remarked that detentions don't work and

that some students want in-house suspension. If students are asked to leave class, they go to the deans or assistant principals office to talk about the offense-if not present in their office, students wait in the main office for them to return. Forewarning of the student's time of return is not provide. Consequences at the primary level are a visit to the Principal's office and call home.

Comment was made that it's difficult for educators to intervene for fear of losing their career or reputation as students have no fear and will say anything. Management of classroom, de-escalation of disrespectful behavior or verbal assaults by students was discussed. Balance of time taken from non-disruptive students getting tougher. Teachers are having to pick battles. It was emphasized that consequences are not one size fits all and that disruptive behavior is communication of a struggling student. Discipline/consequence is not blanket and is case by case.

It was reiterated that educators want to do right by the students. That they should be provided more information so that potential triggers may be known. Talk of 'Red Cards' was had; communication from the adjustment counselor goes out to classroom teachers. It was stressed that implementing discipline and consequences needs to happen at the JECC level so that precedent is set for when moving up in grade and school. Logical consequences and setting accountability was explained and preschool and primary consequences were discussed. It was remarked that results will happen over time and that there are similarities in action/infractions at primary and secondary level. It was reminded that the consequence match emotionally and developmentally to the age level. Needs of the community and families changing was commented on. Long waiting lists for evaluations were mentioned. School and Parent Councils as well as SEPAC are great resources.

Incident reports and staff members getting hurt were brought up. As educators are encouraged to reach out to students and families it was suggested that administration do the same when educators are out. A call or quick check in from administrators or central office so that they know that they are supported.

Training for all staff (anyone who has interaction with students), not selective by classroom was suggested. Meaningful professional development was asked for. Offering de-escalation training was proposed. It was recommended also to bring concerns to the The Health and Safety Committee for initiatives worked on by both staff and administrators.

Feelings of not giving staff the benefit of the doubt, staff not being trusted or supported enough, and administration not caring were expressed. Developing connections between educators and administrators was asked for.

The membership will review the draft consequence chart and bring suggestions in the future, prior to student and employee handbook vote. There will be an opportunity for public comment at the public readings. Getting educator input (all levels) for the chart was emphasized.

Building security and safety was talked about-community members in public spaces by modular classrooms, mice, leaks and air quality. It was explained that the maintenance is prioritized; emergency, safety/security, regular maintenance, and preventative maintenance. It was suggested to bring concerns to the Health and Safety Committee.

Talking point action items were reviewed:

- Accident/Incident reports
- Verbal and non-verbal behavior-de-escalation training
- Reporting processes for students and staff-X2, writeups
- Investigation processes-more personal connections made-student-staff-building administrators-central office-staff
- WPS employee/student handbook-opportunity for educator feedback and public comment at readings
- WPS policy manual-opportunity to attend meetings with suggestions and for public comment during readings. Emergency protocols and policies need to be reviewed every September
- Joint labor/management meetings-Health and Safety Committee, develop report and recommendations

Next Steps:

- De-escalation training for all
- Work on creating personal relationships-administrators/central office to staff
- Work on consequence chart
- Communicate inspection protocols and building measures better

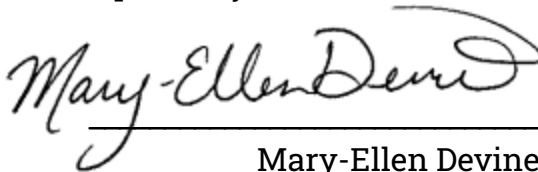
Thanks was expressed for the productivity and open communication of the meeting.

A suggestion was made to have educator awards-in an effort to help feel supported. Or an administrator of the year.

The Superintendent does an 'educator highlight' when he visits schools and NCTA (Norfolk County Teacher Association). Gold Apple is also done.

The Meeting adjourned at 7:54pm.

Respectfully Submitted,



Mary-Ellen Devine
Secretary